

Sports Turf Manager

FOR BETTER, SAFER SPORTS TURF. SUMMER 2017. VOL. 30. NO. 2.

Face to face with BMO Field



On a grey and very rainy day in April, Sports Turf Canada members were kindly hosted to a networking and educational event by BMO Field in Toronto, Ontario, a long time member and supporter of the sports turf industry. We had an exceptional experience learning about the BMO stadium challenges and innovations.

Similar to other sports fields, BMO field deals with challenges such as difficult field conditions, gridiron ghost lines and criticism by teams, team staff and the media. Their rotating schedule of

games is outstanding between the Toronto FC of Major League Soccer, the Toronto Argonauts of the Canadian Football League, the rugby union, NHL hockey and the additional 15-20 hours of rentals per month.

Between 2014 and 2016 the stadium went through a series of major renovations which added an upper deck to the east grandstand, a roof over the seating areas and lengthened the field to make it suitable for hosting Canadian football.

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Executive Manager's Message

BY ANNE BALIVA

It's very hard to believe that I've been with Sports Turf Canada for over 6 months now. It's been a great learning opportunity and I am working with some great people. From years gone by, this organization has made some important decisions such as the introduction of both our natural and synthetic turf courses, changing from a newsletter to a full-colour published magazine, creating resources for our membership such as the *Athletic Field Construction Manual* and *Understanding Turf Management*, evolving from a provincial Association to a National one, the commitment to continue our deep rooted Field Days across the country and so much more. I am very much looking forward to our next 30 years.



Can you believe Sports Turf Canada has been holding Field Days since before our inception in 1987? We must be doing something right. A combination of education, networking and promoting all in one day! A big thank you to the municipalities who hosted our field days this year: City of Moncton, Town of Richmond Hill and the Township of Langley. If you are interested in hosting a future field day, let me know as we would greatly appreciate the support.

This year we have the honour of recognizing the City of Surrey's own Hugh Norris as Sports Turf Manager of the Year, a prestigious honour which recognizes an individual's professional ability and contribution to the sports turf industry and their proactive and progressive efforts within the profession.

If you haven't already, you should take a moment to read the article in *Turf & Rec Magazine* on Sports Turf Canada marking its 30th anniversary. It's on page 8 and there is a link to it on the home page of our website. Thank you to Mike Jiggins for covering our association so well.

Thank you to all our members for your continued support and encouragement. As we continue to grow and expand our outreach into such Canadian provinces as Saskatchewan, Manitoba, Quebec and the other Atlantic provinces, we request your support to spread the word and share how Sports Turf Canada helps you. Our best opportunities for recruitment come for our current membership.

We are also in the process of reviewing and refining our existing courses. Stay tuned for future information on how they will change and evolve with the changing needs of our industry.

I'd like to take a moment to recognize the efforts of our dedicated Board of Directors. You know many of them from our magazine articles and Association events. They truly provide the decision making and operational support that drives our organization. If you are interested in being a part of the Board, nominations will be coming up later in the Fall so please watch for a nomination notification e-blast. We encourage new insights and new experience on the Board. We also have opportunities on our Committees if you'd like to begin at that level.

So as we head into the Fall months, let's continue to make this an exceptional sports field community to be a part of. I consider myself fortunate to work for an Association with such dedicated members whose future is paved with fantastic opportunities. Join us as we spread our wings and continue to grow.

See you on the field!

Event Calendar

January 15, 2018

**Sports Turf Manager of the Year Award
Nomination Deadline**

sportsturfcanada.com

January 16 to 19, 2018

**Sports Turf Managers Association
Conference & Exhibition**

Fort Worth, TX

stma.org/2018-conference

January 31, 2018

**Sports Turf Canada Board of Directors
Nomination Deadline**

sportsturfcanada.com

February 5 to March 2, 2018

**University of Guelph
Turf Managers' Short Course**

Guelph, ON

turfmanagers.ca

February 14-16, 2018

55th Annual WCTA Conference and Trade Show

Richmond, British Columbia

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wcta-online.com/conference/wcta-show-conference

For up-to-date event information visit:

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NEW & RETURNING MEMBERS

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Sports Turf Manager

FOR BETTER, SAFER SPORTS TURF. SUMMER 2017.

“I had to live in the desert before I could understand the full value of grass in a green ditch”
– Ella Maillart



Inside this issue...

REGULAR COLUMNS, DEPARTMENTS & SMALL FEATURES

- 3 EXECUTIVE MANAGER'S MESSAGE.** What's in this issue.
- 4 New and Returning Members:** Welcome!
Event Calendar: Deadlines, Courses, Conferences and Trade Shows

Opinions expressed in articles published in Sports Turf Manager are those of the author and not necessarily those of Sports Turf Canada™.

Deadline for Autumn 2017 Sports Turf Manager: Oct 1, 2017

SPORTS  **TURF**
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WHAT'S ONLINE
SportsTurfCanada.com

Login to the Members Only Section
• Watch for the registration form for STC members for the Sports Turf Managers Association Annual Conference & Exhibition in January 2018!

Continued from cover

Consistency and Coverage = Traffic Management & Cultural Practices

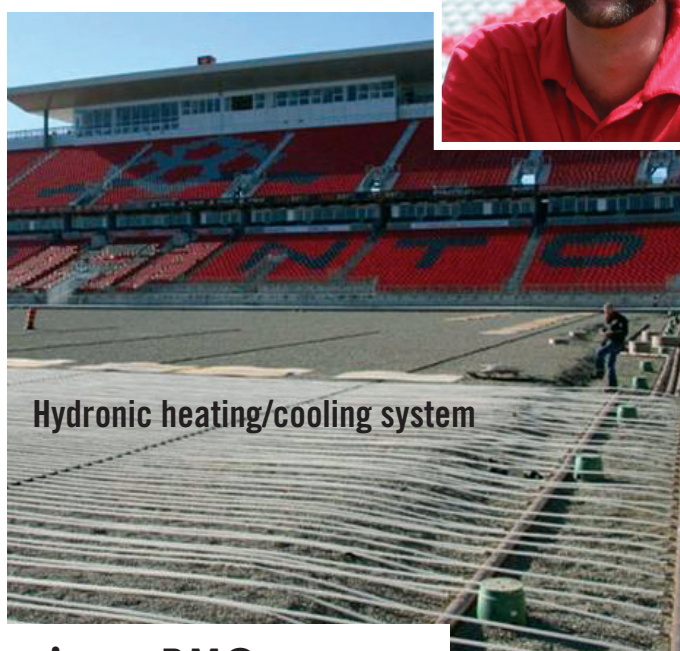
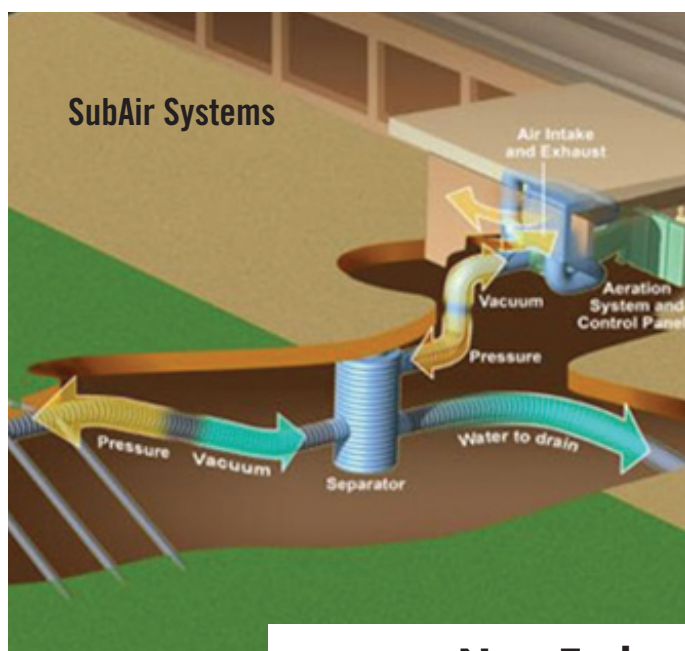
This is what we learned from BMO's own Robert Heggie. Between watering, mowing, topdressing, traffic management, aeration, fertilization and seeding, these are the strategies to follow. Robert says "Base your fertility program on soil and plant needs – calendar nothing. Everything needs to be calculated – not just because the calendar says so!" He refers to Liebig's Law of Minimums, the rate of growth of a plant and its overall health depend on the amount of the scarcest of its essential nutrients, it's not how much N you have, it's how much of the most limited nutrient you have that drives growth. Along with testing, a green thumb and educated guesses Robert determines what they should use in regards to fertility, water, light and heat, etc.

Robert will tell you "It takes a team to be successful!"

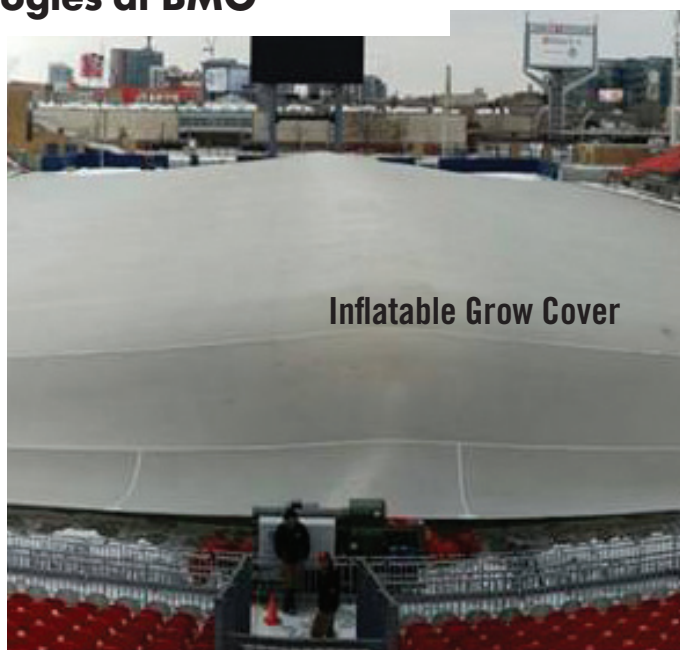
Field quality report tools give consistent numbers and metrics and the team has grown to understand them inside and out. They've seen huge success as no team has complained about field conditions for over 18 months since they went to game day reports.

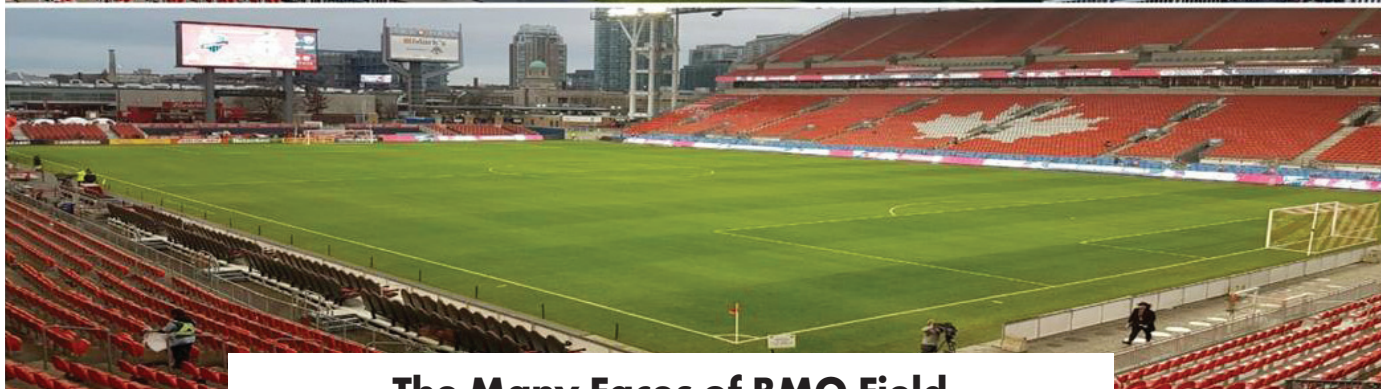
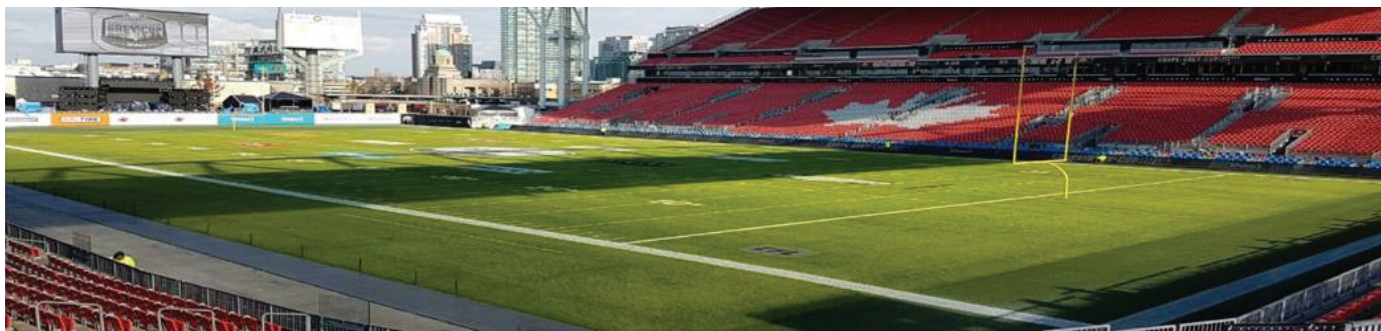
STC members were able to tour the facility (in the rain) and check out the lighting, equipment and tools for field maintenance and speak with their sports field team.

A big thank you to Maple Leaf Sports and Entertainment and Robert Heggie for providing a fantastic opportunity for our members!

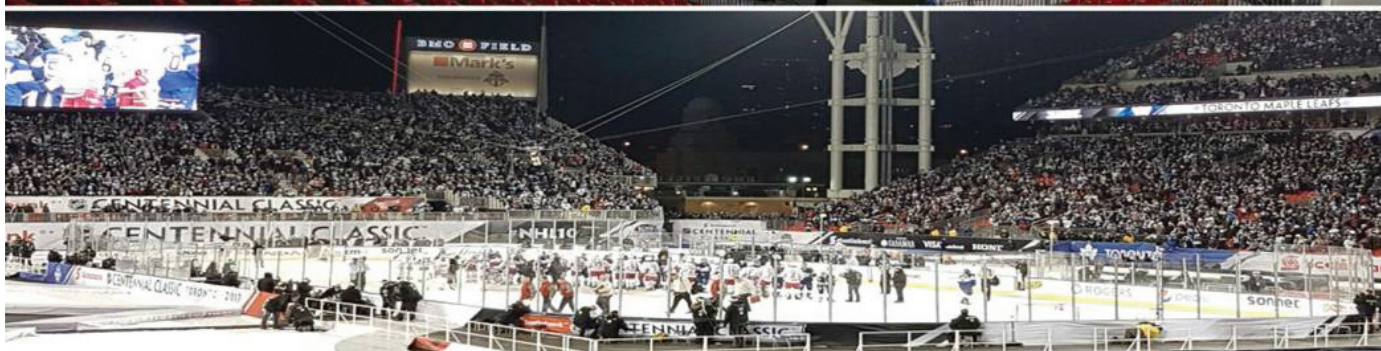
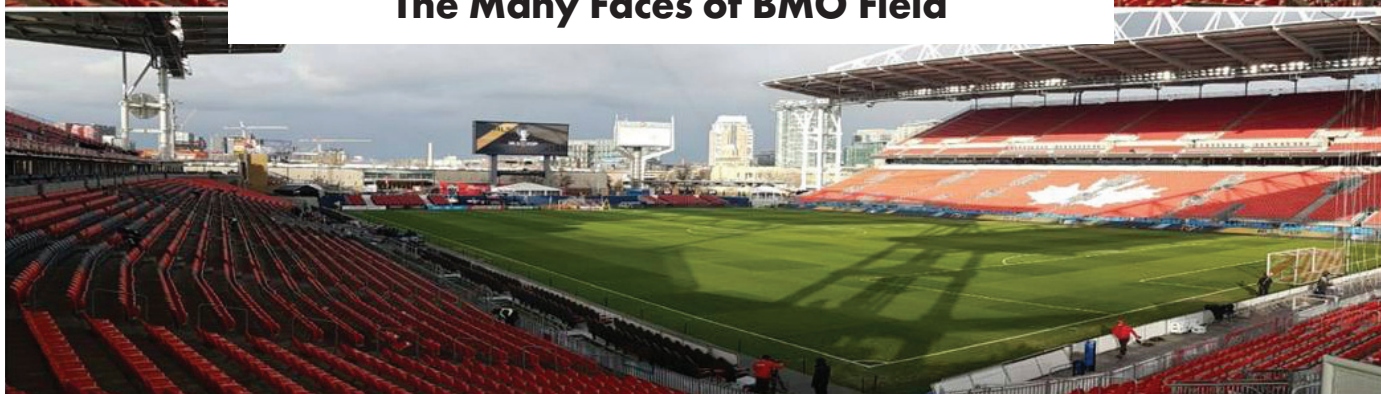


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Public Health Reminder: Lyme disease

Why you should take note:



Original document available at: www.phac-aspc.gc.ca/phn-aspl/2015/lyme-eng.php

Lyme disease is a serious illness that is present in Canada and spreading. Canadians at risk from Lyme disease include those, who live, work and/or play in close proximity to ticks that spread the disease.

If not identified and treated early, Lyme disease can cause serious health issues. But there are simple and effective measures you can take to protect against it. As you prepare to spend time outdoors, learn more about Lyme disease and how to prevent it.

What is Lyme disease?

Lyme Disease is a serious illness which can be spread by the bite of infected blacklegged ticks.

Risk to Canadians

While not all blacklegged ticks carry Lyme disease, populations of infected blacklegged ticks are growing. This means that the risk of contracting Lyme disease is on the rise across Canada.

Blacklegged ticks can be active throughout much of the year; however, your risk of a tick bite is highest in the spring and summer months.

People can come into contact with ticks while participating

in outdoor activities, such as golfing, hiking, camping or gardening. Contact occurs when people and animals brush up against the vegetation found in forests and the overgrown areas between the woods and open spaces.

Take steps to reduce your risk if you spend time outdoors in areas where there may be ticks. As ticks are very small and their bites are usually painless, you may not know you've been bitten, so it's important to be on the lookout for ticks and the symptoms of Lyme disease.

Where are ticks found?

Blacklegged ticks are most often found in forests and the overgrown areas between the woods and open spaces. They are most abundant in the following locations:

Southern British Columbia
Southeastern and south-central Manitoba
Southern, eastern and
northwestern Ontario
Southern Quebec
Southern New Brunswick and
Grand Manan Island
Parts of Nova Scotia



A typical tick bite reaction on skin

Ticks don't move far by themselves but they can attach to migratory birds, and may fall off far from their original location. For this reason, it's possible to find infected ticks in other areas than the ones listed above. Surveillance is ongoing to confirm other areas of spread.

How to protect yourself

Canadians are encouraged to spend time outdoors, be active, and to remember to protect themselves against tick bites by taking these simple steps:

- Wear closed-toe shoes, long-sleeved shirts and pants
- Pull socks over pant legs to prevent ticks from crawling up legs
- Wear light-coloured clothes to spot ticks easier
- Use insect repellents that contain DEET (active ingredient to keep bugs away) or Icaridin. Repellents can be applied to clothing as well as exposed skin. Always read and follow label directions
- Shower or bathe within two hours of being outdoors to wash away loose ticks
- Do a daily "full body" check for ticks on yourself, children and pets
- If you find a tick on your skin, removing it within 24-36 hours of the tick bite usually prevents infection

Symptoms

Initial symptoms differ from person to person, which makes Lyme disease very difficult to diagnose. Some people may have no symptoms at all. Others may experience mild symptoms like fever or a skin rash soon after being bitten, while others may suffer severe symptoms, but not for weeks after the bite. Symptoms of Lyme disease can include one or a combination of the following with varying degrees of severity:

Fatigue

Fever or chills

Headache

Spasms, or weakness

Numbness or tingling

(continued on page 10)



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How to remove a tick

1. Use fine-tipped tweezers to grasp the tick as close to the skin's surface as possible.
2. Pull upward with steady, even pressure. Don't twist or jerk the tick; this can cause the mouth-parts to break off and remain in the skin. If this happens, remove the mouth-parts with tweezers. If you are unable to remove it easily with clean tweezers, leave it alone and let the skin heal.
3. After removing the tick, thoroughly clean the bite area and your hands with rubbing alcohol, an iodine scrub, or soap and water.
4. Dispose of a live tick by submersing it in alcohol, placing it in a sealed bag/container, wrapping it tightly in tape, or flushing it down the toilet. Never crush a tick with your fingers.



Swollen lymph nodes
 Skin rash
 Additional symptoms can include:
 Cognitive dysfunction (brain fog) or dizziness
 Nervous system disorders
 Arthritis and arthritic symptoms (muscle and joint pain)
 Abnormal heartbeat

Untreated, symptoms can last months to years. They can include recurring arthritis, neurological problems, numbness and paralysis. Although not common, fatalities from Lyme disease have been reported.

If you develop symptoms of Lyme disease, contact your health care provider right away, as the earlier you receive a diagnosis, the greater the chance of a successful treatment. If you saved the tick that bit you, bring it with you to your medical appointment. It may help the doctor assess your illness. •



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LYME DISEASE UPDATE

The University of Guelph News Services recently announced: \$1.4-Million Grant to Fight Lyme Disease Honours Memory of Magnotta Winery Founder



Rosanna and Gabe Magnotta

Lyme disease cut short the life of Magnotta Winery co-founder Gabe Magnotta. Now the foundation created in his name has given \$1.4 million to the University of Guelph to help prevent and fight the debilitating disease. The grant will create the G. Magnotta Lyme Disease Research Lab, intended to



CBS dean Jonathan Newman, Magnotta Foundation president Rossana Magnotta (centre) and lab director Melanie Wills announced the gift from the foundation to establish the Lyme disease research lab

improve diagnostic testing and treatment to prevent long-term suffering from Lyme disease. Magnotta, known as a trailblazer in the Canadian wine industry, co-founded Magnotta Winery in 1990 with his wife, Rossana Magnotta. An avid outdoorsman, he died in 2009 after a seven-year battle with Lyme disease.

U of G scientists hope to identify disease biomarkers and prognostic indicators for Lyme disease, as well as new treatment options. The lab will operate within the College of Biological Science (CBS).

Lyme disease has spread from Ontario to every Canadian province. It's caused by the bacteria *Borrelia*, which is transmitted through bites of infected ticks. Infected individuals initially experience flu-like symptoms. Left untreated, the disease can affect the skin and internal organs as well as the musculoskeletal system, and impair eyesight and hearing.

For more information, contact:

Melanie Wills

University of Guelph, Department of Molecular and Cellular Biology

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Facility Profile

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Richmond Green features a 26,000 sq ft indoor sports centre, a 250 m landscaped inline skating trail (which is converted to an outdoor ice skating trail in the winter), the Tom Graham Arena Complex with 2 ice rinks, water play park with splash pad, agricultural barn and paddock, 2 synthetic soccer fields (one is domed during the winter), 7 ball diamonds (3 baseball and 4 softball), wedding gardens, outdoor amphitheatre that seats up to 300 people and various picnic areas and shelters.

What types of sports fields are on site? Natural? Synthetic?

There are 2 synthetic soccer fields – one is domed for the winter which takes 2 hours to complete then requires ongoing winter maintenance.

How many employees are involved with turf care on this site?

There are 4 employees dedicated to this site.

What is the primary type of turfgrass? What is the name of the varieties. Kentucky bluegrass is the primary turf grass along with Ryegrass.

Is yearly overseeding part of your sports turf maintenance program?

Yes we include overseeding as part of our annual sports turf maintenance program.

How many times do you fertilize? The field is fertilized once a month.

Do you aerate? Topdress? Aerating is done once per month, topdressing is done once every two months.

What is your maintenance regimen for synthetic turf? We groom with a brush and magnet once a week and use the groomer once a month.

Are community user groups involved or have they been involved in the maintenance of this facility? In what manner? Richmond Hill is in very close contact with the user groups to gather their feedback and understand their needs.

Who permits your fields? Are the fields ever closed during the season to give them a rest? The Township's permitting department within Recreation is responsible for permitting. The fields are always open for business.



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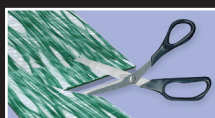
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CONGRATULATIONS FIRST GREEN ON CELEBRATING YOUR 20TH ANNIVERSARY

What is First Green?

First Green is an innovative environmental education outreach program that initially used golf courses as environmental learning labs – the only program of its kind. First Green coordinates outdoor STEM learning labs (an interdisciplinary approach to learning where rigorous academic concepts are coupled with real-world lessons as students apply science, technology, engineering, and mathematics in contexts that make connections between school, community, work, and the global enterprise) that allow students to perform hands-on experiments and tests, all within the focus of their schools' environmental science and/or environmental horticulture curricula. In these outdoor "labs" students test water quality, collect soil samples, identify plants, do math activities and work with local issues such as stream-bed or owl-nest restoration.

First Green Mission

- Support environmental education, STEM learning and stewardship.
- Illustrate the environmental and community benefits of golf courses.
- Introduce the next generation to the game of golf.

First Green works with many diverse organizations in the golf industry. First Green and the Western Canada Turfgrass Association (WCTA) signed an MOU in 2015 to expand First Green in Western Canada. Planning is underway for WCTA to provide First Green training in Eastern Canada.

First Green primarily uses golf courses as environmental learning labs to teach science, technology, engineering, and math (STEM). WCTA has hosted two successful First Green pilot events over the past two years, at the Vancouver Golf Club and the Redwoods Golf Course in Walnut Grove.

First Green on Sportsfields event - first ever in Canada!

On May 26, 2016 local high school students took to the turf at McLeod Athletic Park in the Township of Langley, BC to learn – not to practice football or work on their track and field skills, but to learn what it takes to build and maintain



a sportsfield facility. The session, called First Green on Sportsfields, was the first program of its kind to be held in Canada. With First Green on Sportsfields, the Township and its partners have adapted the program to focus on the sportsfield component.

Presented by the Township of Langley's Parks Operations Department in partnership with Kwantlen Polytechnic University (KPU), Western Canada Turfgrass Association (WCTA), and Sports Turf Canada (STC), the event was held to give Grade 9 students from Langley Secondary School a first-hand look at how sportsfields are designed, constructed, and maintained.

"Sportsfields are a major part of our community's health and well-being. This was an opportunity to work with young people and give them some insight into how we manage these important and busy facilities" said Township Manager of Parks Operations Tab Buckner.

The students rotated through a number of stations hosted by Township staff and guest instructors learning about everything from soil science, grass species and water usage to sportsfield maintenance practices, power tools, and electricity. They received a full demo of aeration, topdressing, fertilization and over-seeding.

Visit thefirstgreen.org

(be sure to watch the videos on the home page and view our lesson plans and field trip checklists).

Follow Us: [Twitter.com/thefirstgreen](https://twitter.com/thefirstgreen)

and [Facebook.com/thefirstgreen](https://facebook.com/thefirstgreen)

Want more information on First Green on Sportsfields in Canada?

Contact Stan Kazymierchuk at Kwantlen Polytechnic University at stan.kazymierchuk@kpu.ca



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Sports Turf Canada Announces 2017 Sports Turf Manager of the Year - Hugh Norris



The Sports Turf Manager of the Year award, provided by Sports Turf Canada and sponsored by the Guelph Turfgrass Institute (GTI), is a prestigious honour which recognizes an individual's professional ability and contribution to the Canadian sports turf industry and shows appreciation for his or her proactive and progressive efforts within the profession.

Mr. Norris has been with the City of Surrey, BC for over 31 years and has "continually shown an exemplary drive to enhance outdoor sports services for Surrey's growing sport community needs." In his nomination, Owen Croy shared: "Hugh's achievements include the progressive development of a diverse inventory of natural and artificial turf fields, an integrated maintenance and inspection plan ensuring year round field playability, growing community engagement through partnerships with sport service providers – all while building and supporting an integrated team of staff across turf management, athletic services and facility operations. On top of all this, Hugh recently led the complete renovation and revitalization of Softball City in South Surrey Athletic Park, creating a world class facility to host the 2016 Worlds Women's Softball Championships, bringing the worldwide community together in competition, culture and celebration. Hugh's leadership and innovation in managing the redevelopment of Softball City to host the Tournament, the largest Women's Championship ever, and the largest single sport event (in terms of participating nations) held in Canada history was his most complex and comprehensive success. Hugh headed the complete \$1.6 million multi-year facility and grounds renovation program. The event saw over 100,000 people visit Softball City during the 10-day event."

Softball BC quoted: "We truly appreciate everyone's time, energy, and support in making this the best and largest World Championship ever hosted!"

With a high demand for year-round use, Hugh spearheaded an inspection protocol for weekly field inspections. Operating in conjunction with a complicated schedule of proactive maintenance, strategic traffic control/field allocations and turf recovery

time, Hugh's team is able to maintain safe and healthy turf density for year-round field accessibility, supporting more than 35,000 registered sport participants. Hugh's team shares their weekly updates on the overall conditions of the City's outdoor athletic sports fields on-line for easy access and awareness.

Quick to embrace technology, Hugh strives to continually stay abreast of best practices, optimizing the balance between asset development, maintenance, upgrading and replacement to achieve the best value, all in terms of both municipal costs and public needs.

Under his watch, the City has developed 15 artificial turf fields, each with exceptional performance characteristics which optimize opportunities for year-round and inclement weather usage. Combining environmental stewardship with technology, Hugh has also led the integration and installation of a Maxicom Irrigation system which optimizes water application by matching the watering needs of individual landscapes with real-time weather station reports monitoring temperature, humidity levels, wind direction, speed and rainfall. This centrally controlled irrigation system has allowed staff to increase their efficiency and effectiveness in turf management, reducing water waste while optimizing growing conditions for high quality turf.

Since Hugh has been manager, he has acted as a catalyst to keep the sporting community engaged, active and supported. Under Hugh's direction, the Athletic Field Section of Park Facility Operations now supports 90 non-profit outdoor sports associations' city-wide, providing athletic fields and associated services from practice and game field allocations and bookings, to supporting over 170 tournaments annually. With Hugh's support, the Outdoor Sports Advisory Committee (OSAC) executives which represents the City's diverse array of outdoor sports groups, are able to provide input to the City of Surrey on current issues, leading policy development and planning to advance quality organized outdoor sports and recreation opportunities. His collaborative partnership continues to support the City's growth in Sport Tourism and has made

Surrey a sport-destination. Hugh was able to implement a Club Discretion Status to his field management process, providing club officials' authority to open or close fields less than 24 hours before game time. This greater latitude to Club Officials during periods of rapidly changing environmental conditions, provides all sport groups the best opportunity to ensure optimum play, while also engaging their support to protect field surfaces from damage due to play in inclement weather. He is driven by his love of community and sport.

Across his career, professional development has been a core value to Hugh's management style. Hugh leads his staff in mentoring Grade 12 students from the Surrey School Learning Centre, welcoming students to learn skills in sports turf maintenance, building confidence and helping develop their awareness of career opportunities after graduation, during the school's annual work experience sessions. Hugh regularly presents at sports group association meetings and professional conferences.

From 20+ years actively coaching his own 4 children across their athletic careers, to supporting staff, volunteers and participants, professionally and personally, his positive impact on the sport community has a wide reach and lasting impact.

"I've always found Hugh to be an extraordinarily thoughtful and highly dedicated professional who strives for excellence".
Jerry Rousseau, Executive Director, Western Canada Turfgrass Association

"In many ways exceeding the challenging requirements and expectations for this award, Hugh's ambitions, intelligence and accomplishments complement precisely the stellar community of past recipients and make him highly deserving of the honour and opportunity bestowed by this award."
Dirk van Spaendonk, Manager, Grounds Maintenance, Surrey School District 36

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Sports Field Maintenance On a Shoestring Budget

Summary of an Ontario Turfgrass Symposium Presentation – February 2017



Collecting and Measuring Data

If you take the time to watch something, examine it, look at it critically and compare it time over time, it is bound to improve. In your everyday life, you constantly manage your finances, schedules and habits, what about what you do at work every day?

You know your job well and it's all in your head. Sometimes it's 20 – 30+ years of experience and understanding that hasn't yet been captured for further analysis. Now's the time to start. Any data is better than none.

Sports Turf Canada's *Athletic Field Construction Manual* is a great resource. On page 6, it lists many of the maintenance activities that you'd likely perform on your fields.

Perhaps you want to track field marking versus field conversion; maybe it doesn't matter and you could consolidate them. Perhaps you want to track fertilizing versus top dressing versus overseeding or you want to consolidate them under "cultural practices." It's better to be a little more specific, because it is easier to add the activities together, than try to separate them later.

Another good source is the *Ontario Parks Association Best Practice Manual*. It has many activities that you might consider tracking.

What should you actually be recording and tracking?

It is suggested that there are three main categories with a fourth that might be useful:

- 1) Labour
- 2) Vehicles and Equipment
- 3) Materials
- 4) Supplementary Resources

Start by setting up some basic ground rules and document them.

Labour: Consider whether you want to include things like travel time if that is applicable to your operation. Are you only going to count the time that you're actually performing the task? Or do you include travel and set-up time? You want to track all of the hours spent on an activity.

Vehicles and Equipment: Track all of the time that a vehicle or piece of equipment is with you on a specific job. If a piece of equipment is with you on site, and isn't available to others at the same time, log the entire time the equipment is with you. An example would be, if you bring out a string trimmer for the final stages of a mowing job. If you were on-site for 4 hours, but only spent the last hour using



SPEARESEEDS

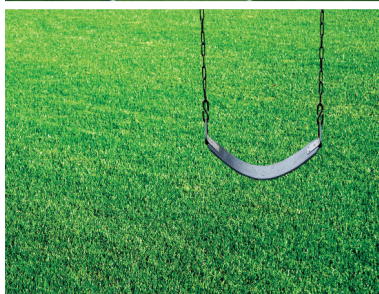
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the trimmer (rendering it unavailable to another crew for those 4 hours) log it for 4 hours.

Materials: What is the cost of a garbage bag? How much is a spool of trimmer string? These incidental costs will add up over a season and don't forget the soil, seed, sod, and fertilizer!

Supplementary resources: Did you call in a contractor to fix the irrigation?

This data is the corner stone of a performance measurement or benchmarking program. By tracking this information, you'll be able to better track and cost out your cycles which leads to service standards.

Standards include "KPIs" or Key Performance Indicators. A KPI is basically an easy to understand stat that is at the core of what you do. It's a measurable value that demonstrates how effectively you are achieving key business objectives. For sports fields, the KPI might be the number of times the fields have been cut in a season.

An immediate benefit that you will see in the field, is that your efficiency will start to improve if you start tracking your work. On top of that, you'll be able to make better cases when asking for more resources.

Getting the message to front line staff, parks management, your Finance Department, customer service and user groups helps to educate others on the importance of proper maintenance practices – backed by scientific and practical evidence. Whatever role you are currently in, you have valuable input to help form an achievable standard for your team.

Why Have a Standard?

A standard allows you to promote a particular image to stakeholders – otherwise known as your brand. Some components of company standards include:

- **Consistency** – Achieve the same cutting height for all mowed parkland, and then sport specific
- **Measurable** – Measuring is important as you need to measure to show success. Some examples are soil tests, drainage and irrigation capabilities along with fertilizer product info. This should be readily available and specific to your area. You can count the number of Integrated Plant Health Care ("IPHC") practices achieved each year for comparison.

- **Council Approved** – Say a councillor insists you line a soccer field for a school group they know, and you know that it's beyond the existing standard, you can reply with confidence "sorry I do not have the resources allocated for that."
- **You Build It** – Your team can come to a consensus on what's doable, with input from users, managers and staff. These people will enjoy being part of the discussion. They will learn why renting a certain field costs more, or less, than another. It takes time but it's worth the effort.
- **Partnerships** – By involving key stakeholders in this process, you can form partnerships that will benefit your facility.
- **Education and Training** – Train staff and peers on soil science, fertilizing, seeding, equipment maintenance and operational needs. The more they know, the better they can support your goals and objectives.

What is your standard now?

Some questions to ask yourself while you are developing your standards include:

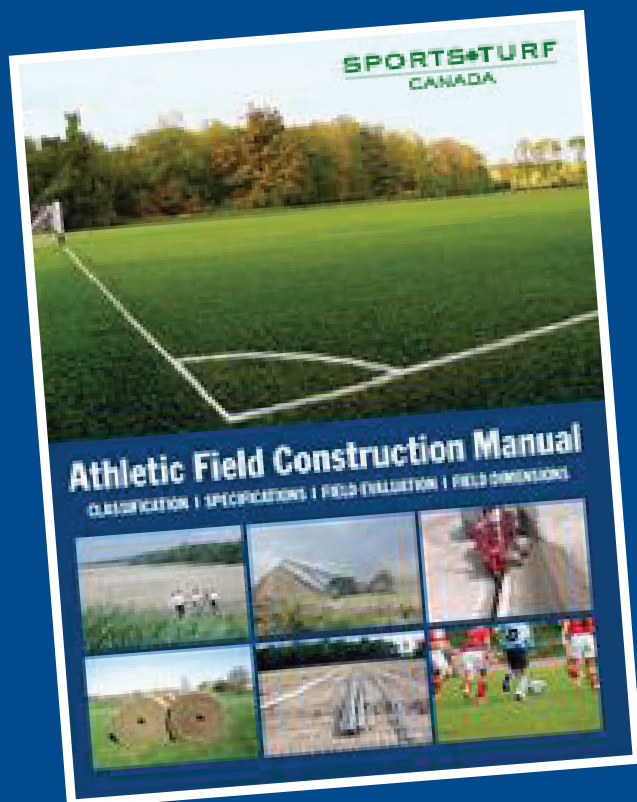
- When do our fields open and close each year?
- What is the mowing schedule?
- How often do we fertilize, aerate, seed, top-dress or irrigate?
- How often do we groom our synthetic fields or infields on ball diamonds?
- How often are field lines or logos painted on?
- Who decides to close a field when it's too wet?
- Are any fields lighted? What is the maintenance schedule for those lights? Who has control over them to turn them on and off if staff aren't present?

Categorize or Classify your various sports fields

Create statistics for each of your field inventory. Include information such as how many and size of each. Some typical measurements include:

- Soccer (0.6 Ha) Sr. / Jr.
- Ball Diamonds (0.3 Ha) Sr. / Jr.
- Football (0.8 Ha)
- Cricket (1.2 Ha)
- Ultimate (0.6 Ha)
- Rugby (0.8 Ha)
- Multipurpose (0.6 Ha)

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Athletic Field Construction Manual

**Classification Specifications
Field Evaluation | Field Dimensions**

The Athletic Field Construction Manual is a staple reference for those in the sports turf industry. Written by Dr. R.W. Sheard in conjunction with an editorial committee of professionals, the manual brings uniformity to the construction of grass athletic fields.

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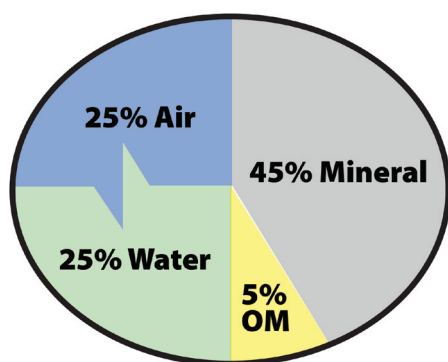
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field over another – they expect more if paying more and management wants to know how much it costs to provide and maintain the fields. This information will help you with cost analysis.

Soil texture analysis and applicable maintenance

Getting the correct soil texture analysis and explaining basic soil structure and texture principles to others, is a key ingredient to getting your turf program needs message across.



Good soil should be a blend of 25% air and 25% water. It's important to be able to point out how hard your team works to maintain that air and water exchange portion so they begin to understand that soil has to breath and be alive for good turf cover.

To create a field classification tool and maintenance standard for your specific situation, consider recording:

- **Field Classifications** – based on soil type, drainage and irrigation capabilities
 - **Mowing** – Do you have enough equipment to offer what is in the standard?
 - **Fertilizing** – frequency or total annual N rate/ha/100m²
 - **Aerating** – frequency and type (always core aerate at least once a year)
 - **Seeding** – frequency
 - **Topdressing** – frequency
 - **Infield grooming** – frequency
 - **Field marking** – yes or no - if yes, add frequency
 - **Irrigation** – automated or none
- Show opening and closing dates.

Service (or Performance) Level Based Budgeting is a Budget process in which:

- (a) Budget development revolves around a set of predefined objectives and expected results,

- (b) Expected results justify the resource requirements which are derived from and linked to outputs required to achieve such results, and
- (c) Actual performance in achieving results is measured by objective key performance indicators.

Cost analysis

Once added you will see the cost per field for mowing and you can then follow this exercise for the other services including those with materials or utility charges to develop a final cost per field. It will provide you with a total cost per year per field and can even give you a cost per permitted hour if you wanted to add in the permitting hours.

The *Athletic Field Construction Manual* has a maintenance cost analysis for maintenance tool that is an easy to use Excel template.

Cost analysis for maintenance includes:

- Mowing
- Coring
- Vertidrain
- Tyne Aerification
- Fertilization
- Overseeding
- Irrigation
- Hydro

One of the benefits to utilizing this process is that while forecasting future year budgets, you can accurately allocate required increases for sports field facilities under construction or the financial impacts associated with growth as per our master plan.

Selling your story

Councils or Boards are often more influenced by the impacts on service levels. While they want to know how much it costs, the social impacts influence decision making. Better to tell a story, not to analyze a spreadsheet. If you want to tell them how many bags of fertilizer you buy, they will tell you it can be done with less, rather tell them what the benefits are and as a result gain their support. Show them the KPI's and how you are delivering on approved service levels. It's all in what you say and how you say it. •

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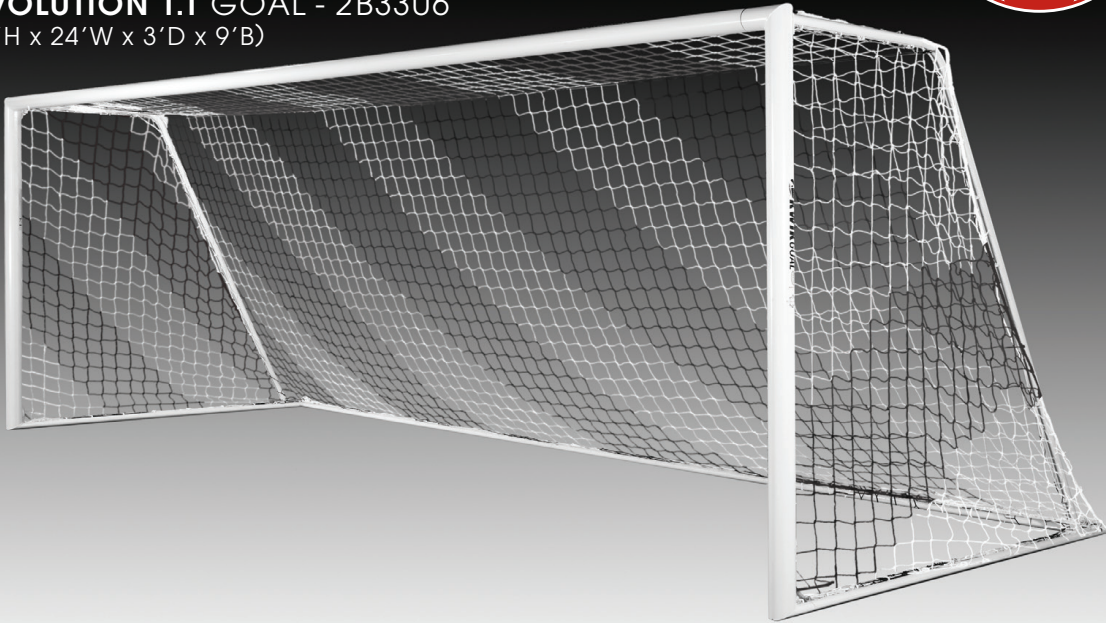
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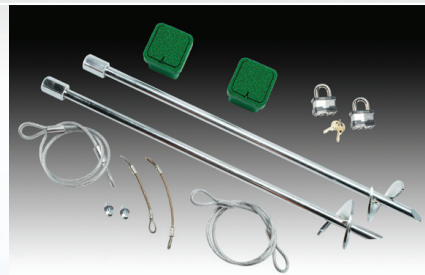
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